

A collection of vintage items is arranged on a light-colored, textured surface. In the top left, a portion of a wooden chessboard with a checkered pattern and several chess pieces is visible. Below the chessboard, there are two medals: one with a red ribbon and a white star, and another with a blue ribbon and a white star. A pair of round, dark-rimmed glasses with thin metal temples lies diagonally across the center. In the bottom left corner, a small, round, silver-colored compass with a white face and black markings is visible.

Non Traditional Careers

Taking the Road Less
Traveled



Definition of a Nontraditional Career

Occupations for which individuals from one gender comprise less than 25 percent of the individuals employed in each such occupation or field of work



Why Non-Traditional Careers?

- ◆ In 2000, 37.4% of all female headed households with children under the age of eighteen lived in poverty
- ◆ For women, the need for better wages is imperative given the high poverty data regarding women and their families
- ◆ The need for workers across the nation exceeds the supply of trained workers available



Median Earnings by Gender

Full Time Employees		
	Males	Females
1989	\$27,331	\$18,769 (68.7%)
1999	\$36,476	\$26,324 (72.2%)



Nontraditional Occupations for Men

(percent of occupation that is male and annual salary)

Bureau of Labor Statistics 1998

Secretaries	2.4%	\$23,560
Child Care Workers	3.5%	\$15,700
Registered Nurses	7.1%	\$39,900
Kindergarten Teachers	7.5%	\$33,590
Bank Tellers	10.5%	\$17,200
Social Workers	14.2%	\$30,590



Nontraditional Occupations for Women

(Percent of Occupations that is Female and Annual Salary)

Bureau of Labor Statistics, 1998

Automobile Mechanics	1.4%	\$31,262
Airplane Pilots/Navigators	1.4%	\$91,750
Construction Trades	2.5%	\$34,444
Engineers	8.5%	\$53,450
Electronic Technicians	12.7%	\$35,318
Dentists	13.7%	\$110,160
Architects	16.7%	\$47,710



Men's and Women's Wages Compared

- ◆ Average wages for the 20 leading occupations for full-time employed women
- ◆ \$25,532
- ◆ Average wages for all occupations for full-time employed men
- ◆ \$33,595

The Facts

- ◆ Both men and women will spend at least 30 to 40 years in the workforce
- ◆ Women are expected to support themselves and their families
- ◆ Prince Charming never became reality for most women



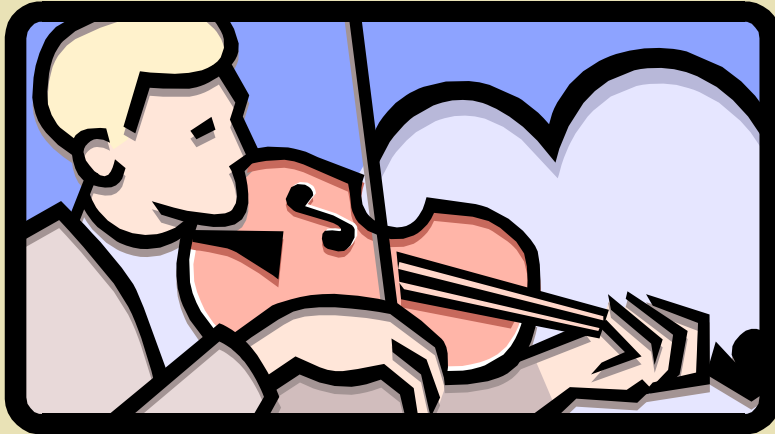
Benefits of Nontraditional Jobs to Women



- ◆ Economic Self-sufficiency
- ◆ Higher Wages
- ◆ Better Benefits
- ◆ Advancement potential
- ◆ Job Satisfaction

Benefits of Nontraditional Jobs to Men

- ◆ Fulfilling Work
- ◆ Opportunity for Adventure
- ◆ Broader Job Opportunities



Barriers to Females in Nontraditional Jobs

- ◆ Social/Cultural
- ◆ Lack of support from family, friends, teachers, classmates, or coworkers (harassment or isolation)
- ◆ Limited prior experience
- ◆ Education and training (lack of math and science prerequisites)
- ◆ Females usually directed to traditional occupations



Barriers to Males in Nontraditional Occupations




- ◆ Social/Cultural
- ◆ Lack of support from family, friend, teachers, classmates, and co-workers
- ◆ Education and Training (males usually directed away from traditional female occupations)
- ◆ Salary (low)
- ◆ Discrimination and Harassment on the job



What Does This Mean?

- ◆ Being able to choose an occupation without fear of harassment
- ◆ Having a spouse who can support the family alone if circumstances require it
- ◆ Encourage males and females to take nontraditional classes
- ◆ Encourage female enrollment in math and science
- ◆ Accept classmates and coworkers because of ability and not judge them by gender



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jmontoya@usoe.k12.ut.us